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Attorneys for Defendants,  
TESLA, INC. dba TESLA MOTORS, INC.

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

# DEMETRIC DI-AZ, OWEN DIAZ AND LAMAR PATTERSON

Case No. 17-cv-06748-WHO

**Plaintiffs,**

**DECLARATION OF SUSAN HAINES IN  
SUPPORT OF DEFENDANT TESLA, INC.'S  
MOTION TO STRIKE TESTIMONY OF  
CHARLES MAHLA**

TESLA, INC. DBA TESLA MOTORS,  
INC., CITISTAFF SOLUTIONS, INC.;  
WEST VALLEY STAFFING GROUP;  
CHARTWELL STAFFING SERVICES,  
INC.; NEXTSOURCE, INC.; and  
DOES 1-10, inclusive.

Trial Date: June 8, 2020  
Complaint Filed: October 16, 2017

## Defendants.

## **DECLARATION**

I, Susan Haines, declare as follows:

1. I am currently an attorney with the law firm Sheppard Mullin Richter & Hampton, LLP which serves as Defendant Tesla, Inc.’s (“Tesla”) attorneys of record in the above-captioned matter. I am a member in good standing of the State Bar of California. I have personal knowledge of the facts set forth in this declaration and, if called as a witness, could and would testify competently to such facts under oath.

2. **Exhibit 1** to this declaration consists of true and correct copies of excerpts of the September 30, 2021 Official Trial Transcript in the above captioned matter.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed this 1st day of October 2021, at San Francisco, California.

/s/ Susan Haines

Susan Haines

# **EXHIBIT 1**

## Diaz vs Tesla, Inc.

C 17-6748 WHO

Volume 4

Volume 4  
Pages 545 - 699

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

BEFORE THE HONORABLE WILLIAM H. ORRICK

DEMETRIC DI-AZ, OWEN DIAZ AND	)
LAMAR PATTERSON	)
	)
Plaintiffs,	)
vs.	) No. C 17-6748 WHO
TESLA, INC., dba TESLA MOTORS,	)
INC., CITISTAFF SOLUTIONS, INC.,	)
WEST VALLEY STAFFING GROUP,	)
CHARTWELL STAFFING SERVICES, INC.,	)
and DOES 1-50, inclusive,	)
	) San Francisco, California
Defendants.	) Thursday
	) September 30, 2021
	) 8:00 a.m.

TRANSCRIPT OF JURY TRIAL PROCEEDINGS

APPEARANCES:

For Plaintiffs: ALEXANDER MORRISON & FEHR LLP  
1900 Avenue of the Stars  
Suite 900  
Los Angeles, California 90067  
BY: BERNARD ALEXANDER, ESQ.

CALIFORNIA CIVIL RIGHTS LAW GROUP  
332 San Anselmo Avenue  
San Anselmo, California 94960  
BY: LAWRENCE A. ORGAN, ESQ.  
CIMONE A. NUNLEY, ESQ.

(APPEARANCES CONTINUED ON FOLLOWING PAGE)

Reported By: Debra L. Pas, CSR 11916, CRR, RMR, RPR  
Official Reporter - US District Court  
Computerized Transcription By Eclipse

546

## APPEARANCES: (CONTINUED)

For Defendants: SHEPPARD MULLIN RICHTER & HAMPTON LLP  
333 S. Hope Street  
43rd Floor  
Los Angeles, California 90017  
BY: TRACEY A. KENNEDY, ESQ.

SHEPPARD MULLIN RICHTER & HAMPTON, LLP  
379 Lytton Ave  
Palo Alto, California 94301  
BY: PATRICIA M. JENG, ESQ.

SHEPPARD MULLIN RICHTER & HAMPTON LLP  
Four Embarcadero Center  
17th Floor  
San Francisco, California 94111  
BY: SUSAN Q. HAINES, ESQ.

Also Present: JOSEPH ALM, ESQ.  
- Tesla, Inc.  
YUSUF MOHAMMED, ESQ.  
- Tesla, Inc.  
VALERIE CAPERS WORKMAN  
- Tesla, Inc.

- - -

547  
PROCEEDINGS

1 Thursday - September 30, 2021 8:01 a.m.  
2 P R O C E E D I N G S  
3 ---000---  
4 (Proceedings were heard out of presence of the jury:)  
5 THE CLERK: Please come to order.  
6 THE COURT: Please be seated.  
7 I understand that there are problems on the bridge and not  
8 only is it impacting Mr. Organ, but also at least one of the  
9 jurors. So it will resolve when it resolves.  
10 So there were just a couple of things -- two things on my  
11 mind this morning.  
12 One is I will give the proposed instruction on the persons  
13 most knowledgeable as it was written last night and what was  
14 just proposed and previously proposed and I said I was going to  
15 read it.  
16 And then the other issue was Mr. Organ yesterday was about  
17 to read some discovery. Do we know what that is? And --  
18 MR. ALEXANDER: Yes, Your Honor. I believe that we  
19 submitted that documentation to you last night. My  
20 understanding is that it was going to be submitted so that  
21 everyone would know what was going to be read.  
22 THE COURT: Okay. I didn't see it this morning.  
23 Ms. Kennedy, do you know what it is?  
24 MS. KENNEDY: I do not, Your Honor.  
25 MR. ALEXANDER: We should be able to provide printed

548

PROCEEDINGS

1 copies of that.  
2 THE COURT: Okay. That would be great. Why don't you  
3 provide it to Ms. Kennedy so she knows what it is that you're  
4 talking about. And if there's no problem, then we can proceed;  
5 and if there's a problem, I'd like to know about it.  
6 (Whereupon document was tendered to the Court and  
7 counsel.)  
8 (Brief pause.)  
9 THE COURT: Mr. Alexander, while we're waiting, who  
10 are the witnesses today?  
11 MR. ALEXANDER: As I understand it, the witnesses are  
12 we're going to complete Mr. Diaz. Then we'll have La'Drea  
13 Diaz. Then we'll have Dr. Anthony Reading. Then we'll have  
14 Amy Oppenheimer.  
15 THE COURT: And will that complete your case?  
16 MR. ALEXANDER: No. I believe that we have -- I  
17 believe that we have Lamar Patterson and the Erin Marconi  
18 video. And with regard to Mr. Patterson, it's unclear where he  
19 will be in the lineup.  
20 THE COURT: Okay.  
21 MR. ALEXANDER: And then there's the Heisen transcript  
22 as well?  
23 THE COURT: The Heisen?  
24 MR. ALEXANDER: Yes.  
25 THE COURT: Okay. All right.

## Diaz vs Tesla, Inc.

C 17-6748 WHO

Volume 4

## OPPENHEIMER - CROSS / KENNEDY

1 BY MS. KENNEDY

2 Q. The email dated January 25th, 2016.

3 A. Yeah. Is it the one that was sent at 11:07?

4 Q. In the morning? Yes, ma'am.

5 A. Okay. I see (as read):

6 "Attached are the statements. I've reached out to  
 7 the manager for permission to interview. Will be sure to  
 8 place him on a corrective action. Do they work in  
 9 separate departments? He's concerned for his safety.  
 10 Will this be a reasonable recommendation for them to work  
 11 apart?"

12 I don't see -- I don't see a finding in here.

13 Q. Ms. Oppenheimer, do you agree that employers are not the  
 14 guarantors of a harassment-free workplace?

15 A. Yes.

16 Q. And do you also agree that an investigation, no matter how  
 17 properly conducted, cannot always uncover the truth?

18 A. Yes.

19 Q. And do you also agree that if an organization has all of  
 20 the proper policies, all of the proper training, all the proper  
 21 followup, have policies that are compliant with state and  
 22 federal law, they discipline appropriately, you can still have  
 23 harassment in the workplace; correct?

24 A. Yes.

25 MS. KENNEDY: Your Honor, I have no more questions.

677

## OPPENHEIMER - REDIRECT EXAMINATION / ORGAN

1 THE COURT: All right. Any redirect?

2 MR. ORGAN: Just a couple questions.

## REDIRECT EXAMINATION

4 BY MR. ORGAN

5 Q. Are good and bad employees entitled to a harassment-free  
 6 workplace?

7 A. Sure.

8 Q. So their performance, how they perform, doesn't change the  
 9 standards that an employer has to apply to them; is that

10 correct?

11 MS. KENNEDY: Objection. Beyond the scope.

12 THE COURT: Sustained.

13 BY MR. ORGAN:

14 Q. Is remedial action sufficient if the conduct continues?

15 A. No.

16 Q. Thank you.

17 MR. ORGAN: No more questions, Your Honor.

18 THE COURT: All right.

19 MS. KENNEDY: No more questions, Your Honor.

20 THE COURT: All right. Thank you, Ms. Oppenheimer.

21 THE WITNESS: Okay. Thank you.

22 (Witness excused.)

23 THE COURT: Who Is the next witness?

24 MR. ORGAN: Mr. Mahla, Your Honor.

25 THE COURT: Okay.

678

## OPPENHEIMER - REDIRECT EXAMINATION / ORGAN

1 (Brief pause.)

2 THE COURT: Did somebody go get the witness?

3 MR. ALEXANDER: He's testifying via Zoom. Ms. Davis  
 4 is accessing that now.

5 THE CLERK: Okay.

6 THE COURT: Ladies and gentlemen, you're always free  
 7 to stand up if you need to or want to. I've been told at  
 8 different times that it's a good idea to stand up just for  
 9 stuff, circulation and things. You're free to remain sitting,  
 10 whatever you want to do.

11 (Brief pause.)

12 THE CLERK: All right. Good afternoon, Mr. Mahla.  
 13 Can you hear us?

14 (No response.)

15 MR. ORGAN: I'm not sure he can hear.

16 Dr. Mahla, can you hear?

17 THE COURT: You may be muted, Jean.

18 THE CLERK: I am, but I'm supposed to be. Let me make  
 19 sure the sound system isn't...

20 Mr. Mahla, are you able to hear us?

21 THE WITNESS: I am.

22 THE CLERK: Okay. Great.

23 Do you want me to go ahead and swear him in?

24 THE COURT: Yes.

679

## MAHLA - DIRECT / ORGAN

CHARLES MAHLA,

1 called as a witness for the Plaintiff, having been duly sworn,  
 2 testified as follows via Zoom:

4 THE WITNESS: I do.

5 THE CLERK: Thank you, sir.

6 THE COURT: Please proceed.

## DIRECT EXAMINATION

8 BY MR. ORGAN

9 Q. Good afternoon, Dr. Mahla. How are you?

10 A. I'm fine. How are you, sir?

11 Q. Great. Thank you for joining us.

12 Could you please talk about your educational background?

13 A. I have an undergraduate degree, a Bachelor of Arts in  
 14 economics from Lafayette College. I have a PhD in economics  
 15 from the University of North Carolina Chapel Hill, in Chapel  
 16 Hill, North Carolina.

17 Q. And in terms of providing opinions on economic issues, why  
 18 don't you tell us what your experience is for that?

19 A. Well, it runs the gamut. I've done work in antitrust,  
 20 meaning looking at the competitive nature of markets.

21 I have done work in the intellectual property area of  
 22 valuing patents, trademarks, trade secrets, things that nature.

23 I do work in general damage analysis, lost profits for  
 24 firms in litigation involving two companies.

25 And I do medical malpractice and injury work, as well as

680

Diaz vs Tesla, Inc.

C 17-6748 WHO

Volume 4

681

MAHLA - DIRECT / ORGAN

1 work in the employment arena. And I've been doing -- I've been  
 2 doing this work dating back to 1994.  
 3 Q. Have you ever testified in court?  
 4 A. Many times, yes.  
 5 Q. And have you ever given expert opinion on valuation of  
 6 companies?  
 7 A. I have done on a number of occasions assignments similar  
 8 to the one here.  
 9       MR. ORGAN: Your Honor, I move that Dr. Mahla be  
 10 qualified as an expert.  
 11       THE COURT: Okay. On what topic?  
 12       MR. ORGAN: On the issue of the economic value of  
 13 Tesla, Inc.  
 14       MS. KENNEDY: As of what time period?  
 15       MR. ORGAN: Financial condition of Tesla, Inc.  
 16       THE COURT: As of what time period?  
 17       MR. ORGAN: As of the date of his deposition.  
 18 Your Honor.  
 19       THE COURT: Okay. Which was in?  
 20       MR. ORGAN: 2019, Your Honor.  
 21       THE WITNESS: February of 2020.  
 22       MR. ORGAN: Oh, February of 2020, Your Honor.  
 23       MS. KENNEDY: No objection.  
 24       THE COURT: Okay. You may proceed.  
 25       MR. ORGAN: Thank you, Your Honor.

683

MAHLA - DIRECT / ORGAN

1 We look at the amount of free cash flow. That's a measure  
 2 of a firm's ability to generate cash. Free cash flow is simply  
 3 the cash generated from operations minus any capital  
 4 expenditures that the firm has; investments, longer-term  
 5 investments. You can look at things like the total amount of  
 6 cash above and beyond those -- those investments.  
 7       And, finally, you can look at the firm's ability to  
 8 generate income, net income; just total revenue minus total  
 9 costs.  
 10 Q. I believe during your deposition you had a chart.  
 11 Exhibit 6 I think it was; is that correct?  
 12 A. Yes.  
 13       MR. ORGAN: And, Your Honor, we have that chart for  
 14 the jury.  
 15       THE COURT: All right.  
 16       (Document displayed.)  
 17 BY MR. ORGAN:  
 18 Q. Do you recognize this document, Dr. Mahla?  
 19 A. I do. This is marked as Exhibit 6 to my depo.  
 20 Q. Okay. So tell us, go through this, if you could, so that  
 21 we can understand this for those of us who are not math whizzes  
 22 like yourself. Tell us what this means.  
 23 A. Sure. Well, there's two columns, one as of June 30th,  
 24 2019, and those are most of the financials that I used at the  
 25 time I was writing my initial report back in October. That was

682

MAHLA - DIRECT / ORGAN

1 BY MR. ORGAN  
 2 Q. So what did you do to come up with a value of Tesla, Inc.,  
 3 as of February 2020?  
 4 A. Well, the value of Tesla is -- Tesla is a publicly-traded  
 5 firm. So the value of Tesla is relatively easy to determine.  
 6 It's simply -- and it's sometimes referred to as the market  
 7 capitalization.  
 8       The market cap of Tesla at the time of my deposition is  
 9 simply determined by taking the publicly-traded shares  
 10 outstanding and multiplying it by the share price of those  
 11 shares. And as of the day before my deposition, the estimate  
 12 of Tesla's market value was \$151.2 billion.  
 13 Q. \$151.2 billion; is that correct?  
 14 A. Correct.  
 15 Q. Okay. And in terms of the financial condition of Tesla,  
 16 in addition to its market capitalization of \$151.2 billion, did  
 17 you analyze anything else in terms of the financial condition  
 18 of Tesla as of February 2020?  
 19 A. Sure. Well, generally, in looking at a firm like Tesla,  
 20 you look at things like revenue and revenue growth. You look  
 21 at its asset base. You can look at the amount of cash and cash  
 22 equivalents that it has, that it records on its balance sheets.  
 23 Cash equivalents are essentially investment vehicles that can  
 24 be converted very quickly into cash. So they're considered  
 25 cash and cash equivalents. We look at things like that.

684

MAHLA - DIRECT / ORGAN

1 the last set of financials that were produced by Tesla in a  
 2 public forum to the SEC and also through its own publication of  
 3 financial information on its website.  
 4       The second column 12/31/2019, that's the last financial  
 5 reporting period that I had available prior to my deposition.  
 6 And so I looked at the change from the time I had done my  
 7 initial report until the time I was deposed.  
 8       And we start with total assets. In June of 2019, Tesla  
 9 recorded \$31.9 billion in assets. They increased a little over  
 10 7 and a half percent in that interim period, the final six  
 11 months of 2019, to \$34.3 billion.  
 12       Total revenues, and here we're looking at calendar years  
 13 2018 and 2019. It generated \$21.5 billion in revenues in 2018.  
 14 Revenues were up 14 and a half percent in '19 to 24.6 billion,  
 15 which is the 24th -- it's listed there as 24,578. That's in  
 16 thousands -- or that's millions rather. So that's  
 17 \$24.6 billion.  
 18       We spoke about the market capitalization. At the time of  
 19 my report, I had looked at the number of shares outstanding and  
 20 the closing price of Tesla on the -- on a couple of days before  
 21 I filed my report on October -- on October. I looked at the  
 22 price on October 9th. That gave a market capitalization or a  
 23 market value of 43.8 billion.  
 24       You can see that the market had re-evaluated Tesla and, in  
 25 fact, on the day before my deposition the market had more than

Diaz vs Tesla, Inc.

C 17-6748 WHO

Volume 4

685

MAHLA - CROSS / KENNEDY

1 tripled its assessment of Tesla value and it listed at  
 2 \$151.2 billion.  
 3 Cash and cash equivalents, the next is "C" and "CE."  
 4 That's the cash that we spoke of. And in June they reported  
 5 \$5 billion in cash on their books. By the end of the year,  
 6 that had increased by almost 1.3 billion to 6.268 billion.  
 7 Tesla reported free cash flow as 614 million in the second  
 8 quarter of 2019. In the fourth quarter it reported free cash  
 9 flow of over a billion dollars, and that's just the operating  
 10 cash flow above expenses less capital expenditures.  
 11 And finally the net income. At the time I wrote my  
 12 report, the second quarter earnings were reported as negative  
 13 408 million. In fact, Tesla had not made -- they maybe had one  
 14 quarter or two quarters prior to that where they made a  
 15 positive net income. Generally up through 2019 Tesla was not  
 16 positive. It was not in the black in terms of net income. The  
 17 last two quarters of 2019 Tesla reported 143 million in  
 18 positive profits in the third quarter and 105 million in  
 19 positive profits in the fourth quarter.  
 20 MR. ORGAN: Okay. No more questions, Your Honor.  
 21 THE COURT: All right. Ms. Kennedy.  
 22 MS. KENNEDY: Yes, Your Honor. A few questions.  
 23 CROSS-EXAMINATION  
 24 BY MS. KENNEDY  
 25 Q. Good afternoon, Mr. Mahla.

686

MAHLA - CROSS / KENNEDY

1 A. Good afternoon.  
 2 Q. I understand you've been retained to render an opinion  
 3 regarding the financial condition of Tesla; correct?  
 4 A. Yes.  
 5 Q. And basically the financial condition is basically the  
 6 financial stats of the organization; right?  
 7 A. Correct.  
 8 Q. You take a look at the asset base and the cash generation  
 9 profitability; correct?  
 10 A. Yes.  
 11 Q. When you look at asset base, that includes every nut and  
 12 bolt, so to speak, that Tesla owns, everything from desks to  
 13 chairs to laptops to all of that; correct?  
 14 A. Sure.  
 15 Q. And as I understand what you did, you basically just  
 16 looked at the publicly-traded financial -- publicly available  
 17 information regarding financial stats; correct?  
 18 A. Yes. It's a publicly-traded firm, that's right.  
 19 Q. And then just recited what those stats were; correct?  
 20 A. That's right.  
 21 Q. And when you talk about net revenue, that does -- strike  
 22 that.  
 23 When we talk about revenue, that doesn't include expenses;  
 24 correct?  
 25 A. No. That's purely revenue.

687

MAHLA - CROSS / KENNEDY

1 Q. And when you're looking at the financial condition of an  
 2 organization, you need to look at more than just one or two  
 3 financial statements; correct?  
 4 A. Sure.  
 5 Q. And you would agree Tesla would be described, in using  
 6 your words, as "a relatively young, fast-growth company that  
 7 could face risk to its business"? Do you agree with that?  
 8 A. Sure. That was in my report.  
 9 Q. Right. And some of those risks could result in financial  
 10 distress to Tesla. You agree with that; right?  
 11 A. At the time I wrote that, that was certainly a risk, yes.  
 12 Q. And that's despite the very large asset base that Tesla  
 13 has; right?  
 14 A. Sure. And its -- and its large market capitalization,  
 15 that's true.  
 16 Q. So other than simply looking at the financial -- the  
 17 publicly available financial statements, you didn't do anything  
 18 else to determine any type of financial condition of the  
 19 organization; correct?  
 20 A. Well, the only information that was available to me was  
 21 publicly available information, and this is information that  
 22 Tesla files with the Securities and Exchange Commission. So  
 23 this is -- these are -- these figures are filed under penalty  
 24 of perjury, so I assume they are correct.  
 25 Q. Correct. But my question is: So you looked at these

688

PROCEEDINGS

1 filings with the SEC and basically you recited what is on those  
 2 SEC filings as part of your opinion; correct?  
 3 A. Correct.  
 4 MS. KENNEDY: Your Honor, I have no -- strike that.  
 5 Did you use -- strike that.  
 6 Thank you. I'm done. Thank you, Your Honor.  
 7 THE COURT: Okay.  
 8 Mr. Organ, anything further?  
 9 MR. ORGAN: No more questions, Your Honor.  
 10 THE COURT: All right. Thank you, Mr. Mahla. You're  
 11 excuse.  
 12 THE WITNESS: Thank you.  
 13 (Witness excused.)  
 14 THE COURT: And who is next?  
 15 MR. ORGAN: Your Honor, we would move to put in  
 16 Exhibit 6, the Anti-Handbook Handbook.  
 17 THE COURT: All right. Is there --  
 18 MR. ORGAN: There's an agreement.  
 19 MS. KENNEDY: Yes, we stipulated to Exhibit 6.  
 20 THE COURT: All right. So Exhibit 6 is admitted.  
 21 (Trial Exhibit 6 received in evidence)  
 22 MR. ORGAN: And then Exhibit 3, Your Honor, is now  
 23 agreed upon in its edited form.  
 24 MS. KENNEDY: Exhibit 3 in the redacted form per the  
 25 agreement, as well as Exhibit 379, the Demetric Di-az

## Diaz vs Tesla, Inc.

C 17-6748 WHO

Volume 4

697

PROCEEDINGS

1 MS. KENNEDY: Oh, you'll have them this afternoon.  
 2 THE COURT: Okay. Sooner rather than later --  
 3 MS. KENNEDY: Yes.  
 4 THE COURT: -- because you'll want to know what my  
 5 rulings are.  
 6 MR. ORGAN: Well, we will be having a conference still  
 7 tomorrow?  
 8 THE COURT: Yes.  
 9 MR. ORGAN: So we will be doing closings on Monday?  
 10 THE COURT: Correct. And we will do the Final Jury  
 11 Instructions right after the evidence is finished on Friday.  
 12 MR. ORGAN: I think you got my comments at least last  
 13 night I believe.  
 14 THE COURT: On the Jury Instructions, yes.  
 15 MR. ORGAN: Yes, Your Honor.  
 16 Okay. And then we also -- we might have a little bit of  
 17 rebuttal, but it will be maybe ten minutes at the most.  
 18 THE COURT: Okay. Well, we'll see where we are.  
 19 MR. ORGAN: Yes.  
 20 THE COURT: Okay.  
 21 MR. ORGAN: Thank you, Your Honor.  
 22 MS. KENNEDY: Thank you, Your Honor.  
 23 (Whereupon at 1:13 p.m. further proceedings  
 24 were adjourned until Friday, October 1, 2021  
 25 at 8:00 a.m.)

698

I N D E X

Thursday, September 30, 2021 - Volume 4

PLAINTIFF'S WITNESSES	PAGE	VOL.
DIAZ, OWEN ORAPIO (RECALLED) (PREVIOUSLY SWORN) Cross-Examination resumed by Ms. Kennedy Redirect Examination by Mr. Organ	557	4
	557	4
	574	4
READING, ANTHONY EDWARD (SWORN) Direct Examination by Mr. Alexander Cross-Examination by Ms. Kennedy Redirect Examination by Mr. Alexander	577	4
	577	4
	596	4
	613	4
JONES, LA'DREA (SWORN) Direct Examination by Ms. Nunley Cross-Examination by Ms. Kennedy	622	4
	622	4
	632	4
MARCONI, ERIN VIDEOTAPED TESTIMONY	638	4
OPPENHEIMER, AMY (VIA ZOOM) (SWORN) Direct Examination by Mr. Organ Cross-Examination by Ms. Kennedy Redirect Examination by Mr. Organ	642	4
	643	4
	660	4
	678	4
MAHLA, CHARLES (VIA ZOOM) (SWORN) Direct Examination by Mr. Organ Cross-Examination by Ms. Kennedy	680	4
	680	4
	685	4
	- - -	

699

I N D E X

E X H I B I T S

TRIAL EXHIBITS	IDEN	EVID	VOL.
3		689	4
6		688	4
204	557	558	4
265		564	4
379		689	4
	- - -		

CERTIFICATE OF REPORTER

I certify that the foregoing is a correct transcript from the record of proceedings in the above-entitled matter.

---

Debra L. Pas, CSR 11916, CRR, RMR, RPR  
 Thursday, September 30, 2021

>